

BROOKFIELDS PRIMARY SCHOOL: ANTI-BULLYING POLICY

“A positive and secure educational experience, working with parents, families, governors, community and partner agencies”

At Brookfields Primary School we are a UNICEF Rights Respecting School and at the heart of our ethos are the values of the Convention of the Rights of a Child. (1992)

Rights of the child:

A12 Every child has the right to express their views and for them to be listened to and taken seriously.

A29: Education should encourage individuals to develop their skills and talents and promote understanding, peace, tolerance, equality and friendship among all groups.

At Brookfields Primary School we are committed to providing a safe environment for all our children, so that they can learn and play in a relaxed and secure setting. Bullying of any kind is unacceptable and is not tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils displaying bullying behaviour need to learn different ways of treating others. At Brookfields Primary School, we acknowledge that bullying does happen from time to time - it would unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell someone about it, be listened to, and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. Pupils know that if they have a problem or a concern, they must “speak to an adult” in school. Anyone who knows that bullying is happening is expected to tell the staff, so that appropriate action can be taken.

Aims and Objectives

This policy is linked to the school’s behaviour policy, safeguarding policy and risk assessments.

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. The following will be in place:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe in line with *Keeping Children Safe in Education, 2016*.
- All governors, staff, pupils and parents/carers/guardians will have an understanding of what bullying is.
- All governors will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.

- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/carers/guardians and staff will know that they will be supported when bullying is reported.
- Parents and pupils will agree to the school code of conduct.

In order to make sure that the aims and objectives of the policy are met, whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.

A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

Children will understand what they need to do if they or someone they know is being bullied.

Our Definition of bullying

The school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

“Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times on Purpose). Bullying is mean and results in worry, fear, pain and distress to the victims.”

Bullying can be:

Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation

Verbal name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone

Physical pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone’s things

Racist racial taunts, graffiti, gestures, making fun of culture and religion

Unwanted physical contact, abusive or sexist comments

Homophobic or focussing on the issue of sexuality

Online/cyber, sending offensive text messages, emails or phone messages

Negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is when something happens several times on purpose (STOP)

Bullying is not:

The odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone.

When children sometimes fall out or say things because they are upset. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships. It is not helpful to call such incidents bullying although this behaviour is still not acceptable.

What can you do if you are being bullied?

Brookfields Primary School is an inclusive school. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are.

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.

If you are being bullied or you know someone who is, you should report it to a member of staff in school.

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at Brookfields Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

Report all bullying allegations and incidents to staff.

Staff will make sure the victim(s) is and feels safe.

Appropriate advice will be given to help the victim(s).

Staff will listen and speak to all children involved about the incident separately.

The problem will be identified and possible solutions suggested.

Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.

Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying. Staff will reinforce to the bully that their behaviour is unacceptable.

The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied (see next section).

If possible, the pupils will be reconciled.

An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.

All incidents of bullying, will be recorded by staff on the standard Incident Report Sheet. All reports will be kept in a file in the school office (Appendix 2).

Parents will be informed and may be invited to come into school for a meeting to discuss the problem.

After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Bullying incidents will be discussed regularly at staff meetings.

The anti-bullying Governor will present termly reports on bullying incidents to the Governors.

If necessary and appropriate, the Child Protection Officer in school, Social Services or police will be consulted.

The following sanctions may be used:

Apologise to the victim(s) verbally or in writing

Spend playtimes and lunchtimes with an adult

Be removed from class and work in a different class

Report to the Headteacher or Deputy Headteacher

Be withdrawn from participation in school visit, clubs and events not essential to the curriculum.

Internal exclusion

Fixed term exclusion

Permanent exclusion may be used as a last resort (see behaviour policy)

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

These can include:

Involving the whole school community in writing and reviewing the policy annually

Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy

Producing a 'child speak' version of the policy for the children

Each class agreeing on their own set of class rules

Making national anti-bullying week a high profile event each year

Awareness raising through regular anti-bullying assemblies

PHSE (Personal, Health & Social Education) scheme of work from Reception to Year 6 used to support this policy

Circle time on bullying issues

Setting up of a circle of friends support network where a small group of children volunteer to help and support an individual experiencing difficulties

Children writing stories and poems and drawing pictures about bullying

Children being read stories about bullying

Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations

Prominently displaying anti-bullying posters produced by the children around the school

Introducing playground improvements and initiatives

Training pupils to be Playleaders

Safe play rules and risk assessments for the playground

Using praise and rewards to reinforce good behaviour

Encouraging the whole school community to model appropriate behaviour towards one another

Regular anti-bullying training for all staff and visitors to be made aware of procedures

Monitoring and evaluation of the policy

Questionnaires completed by the whole school community, together with surveys and focus groups.

Reports will be given to governors and further information and guidance can be found using these links.

The following may be useful:

Keeping Children Safe in Education, September 2016

Preventing and tackling bullying, July 2017

www.antibullying.net

www.bullying.co.uk

www.childline.org.uk

www.kidscape.org.uk

www.nspcc.co.uk

www.unicef.org.uk/rights-respecting-schools